

THE NEED FOR A

NATIONAL EMERGENCY PERSONNEL RESERVE

Report of a Study by the
U. S. Civil Service Commission
at the request of the
Office of Defense Mobilization

Program Planning Division

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CHAPTER ONE -- BACKGROUND

The Office of Defense Mobilization requested the Civil Service Commission on March 4, 1958, to undertake "a study of the need for a personnel Reserve of less than executive level and if it is demonstrated that there is a bona fide requirement for such a Reserve, to recommend to us any legislative and administrative actions which should be taken to initiate it." The Commission agreed on March 11 to undertake the study.

It should be understood that the term "reserve" is used in this study as a convenient means of identifying a variety of approaches to the making of pre-emergency arrangements with individuals to report, or to hold themselves ready to report, for active duty in an emergency. Some agencies would not call the groups of individuals covered by these arrangements by the term "reserve".

In the Summer of 1957, several departments and agencies already having Executive Reserve Units had brought to the attention of the Office of Defense Mobilization their need for or interest in an additional personnel reserve or nucleus staff composed of persons qualified for essential jobs of "less than executive level". Representatives of each of these agencies, seven in number, were interviewed by members of the Commission's staff during April 1958, to ascertain their needs for such a reserve or nucleus staff, to determine the special reserve or nucleus staff characteristics desired by each agency, and to clarify the kinds of authority required to establish a reserve or nucleus staff in each agency.

On the basis of the information secured from these interviews, presented in some detail in Chapter Two following, the Civil Service Commission has formulated certain conclusions and recommendations which are presented in Chapter Three. Draft legislation, conforming with these conclusions and recommendations, is contained in Appendix A.

CHAPTER TWO -- NEED FOR A RESERVE

The seven agencies expressing an interest in a personnel reserve or nucleus staff for essential jobs below the Executive Reserve level are:

Department of State

Department of Defense

Federal Communications Commission

General Services Administration

United States Information Agency

Central Intelligence Agency

Federal Civil Defense Administration

1. Department of State

The Department of State has only a slight interest in a mobilization personnel reserve below the executive level. However, it might set up a small reserve if appropriate authority was available.

A State Department reserve, if set up, would involve about 20 communications technicians and about 5 translators, ranging in grade from GS-7 to GS-11. Reservists would be employed at the departmental headquarters relocation site. They would be recruited from college faculties and other local sources in the relocation site city.

The purpose of the reserve would be to make sure that there would be a certain number of people capable of carrying on appropriate operations at the relocation site in the event that persons on the Washington staff were not able to get there. Reservists would not be called to duty in an emergency situation not involving an attack, but would be considered as another recruitment source at that time, if necessary.

The Department would select as reservists only those persons who would not be liable for a call to military duty. This limitation is considered feasible because of the small size of the proposed reserve group. In addition, the Department would desire that such reservists be immediately available to it, and not be diverted to civil defense work in an emergency. It would also want reservists to have travel priority to the relocation sites at that time.

Reservists would have to be trained in advance of the emergency in cryptography and in coding operations. This training would also have to be given before Operation Alert exercises so that the reservists could work under simulated attack conditions during the exercises. With such training, the reservists could carry on appropriate activities of the Department, but they would not necessarily be able to meet normal Civil Service qualifications standards.

If the reservists were not appointed as Federal employees when called for pre-emergency training, the Department would probably need special training authority. The type of training contemplated is authorized for current employees, and additional training authority might not be needed if the reservists were appointed as Federal employees when called in for training. However, the Department feels no need for making reservists Federal employees until they are actually called to full-time emergency duty.

Reservists selected from the local area of the relocation site might be paid salaries during pre-emergency training duty. Others might not because their employers would retain them in a pay status. Reservists not from the local area would probably be paid travel expenses and per diem in lieu of subsistence during training periods.

2. Department of Defense

Representatives of the Department of Defense stated a requirement for a standby nucleus staff capable of initiating its emergency censorship functions during the critical first week of an emergency.

Censorship of mails would require a nucleus staff of about 5,000 people, mostly at the grade GS-5 level, with some in grade GS-7. Censorship of communications would require a much smaller nucleus staff, on the order of several hundreds of persons, mostly in grades GS-11 to 15.

Although primarily needed for a civil defense emergency, such personnel might also be used in an emergency not involving an attack on the continental United States.

A small emergency nucleus staff would also be needed for some intelligence activities, and perhaps for other fields.

The Department has been planning the establishment of nucleus staffs to meet these requirements:

Censorship functions would be decentralized to the field.

Recruitment for mail censorship personnel would be undertaken primarily in the cities in which censorship offices are located.

Recruitment for communications censorship personnel would be extended outside the locality of operation.

During the pre-emergency period the Department does not desire that the standby nucleus staff be in the competitive civil service nor under the Classification Act.

No pre-emergency assignment of individuals to specific emergency positions would be made, and no detailed emergency organizational structures would be set up. All necessary security investigations would be made before an emergency. As much paper work as possible would also be completed during the pre-emergency period. Some persons might be given specific standby instructions to report immediately in an emergency, while others would be instructed to wait until called.

When appointed in a national emergency, nucleus staff personnel would not be given competitive civil service appointments. They would be paid under the pay scales of the Classification Act, at least to the same extent as regular personnel of the Department.

In order to establish the type of staff believed necessary to meet these requirements, the Defense Department needs authority (1) to give pre-emergency training in censorship to the persons selected for nucleus staffs; (2) to pay such persons when called in for such pre-emergency training, rates of pay not in excess of those established in the Classification Act; (3) to pay travel expenses and per diem in lieu of subsistence from the time such persons leave their places of residence to report for training until their return; and (4) to make appointments without regard to Civil Service laws. The Department of Defense is now considering the submission of a legislative proposal, applicable only to the Department of Defense, providing such authorities. Travel and per diem from the place of residence to the first duty station would not be authorized in an actual emergency by this legislation.

Department of Defense representatives see no need for, and believe the Department would oppose, a highly organized formal type staff reserve, similar to the Executive Reserve. They do not believe that is necessary, nor that it would be as effective in meeting their needs as the kind of nucleus staff they have in mind. In fact, they have dropped entirely the use of the term "reserve" in connection with this program because of its connotations of a highly organized, formal type program.

3. Federal Communications Commission

In a national emergency, the Federal Communications Commission plans to expand its radio monitoring and field investigative facilities to provide extra safeguards against clandestine and subversive use of radio frequencies in the United States and Possessions, and to assist in keeping essential radio channels free from interference. Such monitoring and investigative activities would be conducted 24 hours a day, 7 days a week by an augmented staff of radio specialists operating from the present 18 monitoring stations and 34 investigative units plus such new facilities as are established.

In addition to its current staff of approximately 200 employees assigned to monitoring and investigative functions, the agency would need about 300 additional recruits, comprising radio engineers, engineering technicians, engineering aids, radio operators, electronic maintenance technicians and clerks.

The agency needs reservists to meet the requirement for an immediate buildup in a civil defense emergency. It would like to call reservists in for from 1 to 2 weeks of pre-emergency training each year. However, the necessary

training authority does not exist at the present time. In order to call in reservists for training, the agency believes that it would need to pay them salaries, travel expenses, and per diem in lieu of subsistence.

Reservists would be recruited, insofar as possible, in the localities and areas where they would be stationed in an actual emergency. Sources of recruitment would include amateur radio operators, and radio operators having military or commercial training and experience but with no conflicting essential wartime assignment. It would be expected that the largest number of recruits would come from the ranks of radio amateurs. The specific emergency positions of the reservists would be identified in advance in terms of initial duty stations, duties, grade levels and salaries. They would be cleared for security in advance.

The agency would try to secure young amateur operators who are not physically eligible for military duty and older or retired operators. For those who were within the draft age group, the agency would want assurance that they would receive initial occupational deferments. In addition, reservists should not be subject to civil defense requisition in an emergency.

The most serious problems faced by the agency in the recruiting of reservists are:

- a. Probable inability to interest the people it needed in employment unless the salaries could be made commensurate with salaries paid the present staff for similar duties.
- b. The fact that many reservists, particularly the young amateur radio operators, would initially probably not meet normal recruiting standards, even with contemplated short-period pre-emergency training.

4. General Services Administration

Public Building Service, Defense Materials Service, and the Transportation and Public Utilities Service have a need for a mobilization personnel reserve. Federal Supply Service might possibly have a need. Other services and office of the General Services Administration can meet their emergency obligations without a personnel reserve.

The Public Building Service estimates that it would need about:

250 teletype and telephone operators, grades GS-3 to 6, to man alternate communication switch centers. They would be located in the field and recruited and trained in the areas where needed in the event of an emergency.

2,000 guards, grades GS-2 to 5, to guard strategic stockpiles and other designated critical materials and facilities. These guards would be hired, trained, and assigned locally in the areas where needed in an emergency.

300 architects and engineers grades GS-12 to 15, as a supplement to the existing staff to (1) survey damage and repair Government-owned buildings, and (2) design, construct, and renovate buildings required to carry out wartime functions. These architects and engineers would not necessarily be designated for specific local assignments but would be trained if necessary, at the central and regional offices and would be mobilized in an emergency at relocation sites as needed.

Defense Materials service would need about 288 reservists, recruited through its ten regional offices for assignment to various strategic and critical storage locations within the regions. It is estimated that the service would need:

151	Supply Clerks and Storage Specialists	GS 3 to 11
43	Inspectors	GS 9 to 12
54	Purchasing Agents	GS 9 to 12
1	Industrial Specialist	GS 12
3	Machine Tool Inspectors	WB 20 to 22
36	Mechanical Equipment Processors	WB 14 to 21

Transportation and Public Utilities service would need 15 Freight Traffic Officers in grades GS-12 or 13. Three positions, one each for rail, motor, and ocean, are proposed for each of the following locations: Washington, New York, San Francisco, New Orleans, and Seattle. In addition, the service would require 12 Public Utilities Specialists, grades GS-12 or 13, two for the central office and one each for the ten regional offices.

Federal Supply Services will probably need a nucleus force of reservists in each of the ten regional offices, which would include purchasing officers, storage specialists, supply officers, warehousemen, packers, and truck drivers at various grade levels.

General Services Administration would set up the specific emergency jobs, grades, and salaries to which reservists would be assigned in an emergency, and would give training on the basis of such pre-determined assignments. Pre-emergency training authority for such reservists does not now exist and, in the judgment of the agency, would have to be provided by legislation.

Reservists for guard assignments could not be expected to respond to a call for pre-emergency training on a non-pay basis. If the training is given locally, salaries would be paid. If the training is not given locally, travel expenses and per diem in lieu of subsistence would be paid. The per diem rate might be the same as that set for members of the Executive Reserve.

Since the General Services Administration is subject to a personnel ceiling, it would not appoint reservists as Federal employees before an actual emergency.

All hiring paper work would be completed on each reservist in advance of an emergency in order that specific orders to report for immediate duty might be given in advance. Such advance orders would state the specific emergency duty assignment of the reservists, the grade of the position, and the salary. The reservists would be paid travel expenses and per diem to their first duty stations when they report for full-time emergency duty.

Reservists would be called in as such only in a civil defense emergency. In other emergency situations, the agency would not call up the reserve as such but might use the reserve as another recruitment source.

5. United States Information Agency

The U. S. Information Agency now has an Executive Reserve composed of some 58 outstanding information media people recruited primarily from New York, Washington, and the West Coast. All of these reservists have instructions to report to the agency's relocation site in an emergency. (The agency has only one relocation site; no regionalization of functions is contemplated.)

A personnel reserve below the Executive Reserve level is needed by the U. S. Information Agency because:

- a. its present Washington staff and its Executive Reserve personnel are in primary target areas, and in areas from which it might be difficult to get to the relocation site, and
- b. its bedrock staff will be considerably larger than its present staff.

The U. S. Information Agency plans to establish a personnel reserve of some 100 persons. The agency has already cleared 36 persons for the reserve; 4 investigations are now in process; and 2 additional persons are scheduled to be investigated. The investigation of 50 additional persons is planned under next year's appropriations. (Special legislation requires security investigations of all U. S. Information Agency personnel before employment.)

The U. S. Information Agency might call both Executive Reservists and personnel reservists to duty in a non-civil defense national emergency as well as in a civil defense situation.

A U. S. Information Agency proposal that personnel reservists be appointed as "consultants and experts" under P.L. 600 has not been approved by the Civil Service Commission. The agency feels that such authority would solve its appointment, salary, travel, and per diem problems.

The personnel reserve will include persons with information media skills, as well as persons with skills in administration and public relations. Reservists will be identified with occupational areas, such as press or radio, and will be given some idea of the salary of the positions which they would be

given when called up. However, they will not be assigned in advance to specific emergency positions. When the emergency occurred, reservists would be assigned in accordance with their qualifications and abilities to the posts where they are needed most at that time.

Agency representatives believe that reservists would have no difficulty in meeting the normal employment standards for the positions to which they would be assigned, either for training or in an actual emergency.

All personnel reservists are now being, and will be, recruited from an area within a 200 mile radius of the relocation site, and most are being recruited within the relocation site city itself. The reserve will not include current Federal employees or individuals who have military reserve commitments.

The agency now lacks training authority for reservists. Attempts will be made to avoid training activities as much as possible. However, present plans involve calling in reservists for two days before Operation Alert 1958. The agency cannot now pay salaries to reservists called in for conference meetings, although it can pay travel expenses and per diem. It cannot pay travel and per diem to reservists called in on temporary appointments, although it can pay salaries. This creates a problem when it is desired to pay salaries, travel, and per diem.

The U. S. Information Agency desires authority to permit it to:

- train reservists in advance of an emergency
- pay salaries, travel, and per diems for certain reservists called in for training
- pay travel and per diems, but no salaries, for certain others, particularly higher level personnel, called in for training.

6. Central Intelligence Agency

The Central Intelligence Agency now has a mobilization reserve, the details of which are not reported.

Authority for the reserve, and for payments of salary, travel expenses, and per diem in lieu of subsistence, is contained in the Central Intelligence Act of 1949. The only additional authority needed by Central Intelligence Agency is for the exemption of reservists from civil defense requirements, military service, and any emergency manpower "freeze" which might prevent reservists from reporting to duty in an emergency.

To be eligible for the Central Intelligence Agency reserve, persons may not be in the Ready Reserve of the Armed Forces and must be free from personal considerations which would prevent their responding to a call to duty. Persons presently employed by other Federal departments or agencies are not included in the reserve in order to avoid dual employment and dual compensation complications. When on pre-emergency duty, and also when called to duty in an emergency, reservists are not exempt from conflict of interest or political activity laws. Reservists may resign from the reserve or be terminated by the agency upon 30 days notice.

Representatives of the agency believe that a specific, uniform designation should be used to identify all personnel reservists of the Federal government and that the term "civilian" should appear in the designation. They believe also that it is necessary to have uniform standards governing a reserve (such as, for example, that the reserve is intended for functions which must be

performed at the beginning of an emergency and not later on; that the reserve is intended to provide only minimum necessary capability; etc.). They also suggest a clearance procedure on personnel reservists similar to that used for Executive Reservists.

7. Federal Civil Defense Administration

The Federal Civil Defense Administration has already established a Federal Civil Defense Reserve Staff program (see General Order No. 243, February 18, 1957), under authority of the Federal Civil Defense Act of 1950.

The agency has existing authority to pay travel expenses and per diem to reservists while on training duty up to a total of \$100,000 per year. It does not have authority to pay salaries or wages to reservists while on training duty. However, this lack of authority has not prevented the agency from building up its reserve staff to between 2,000 and 3,000 reservists on a volunteer basis.

Three types of reservists were established under General Order No. 243, as follows:

1. WOCS: Persons appointed to serve without compensation in the Federal Civil Defense Administration under civil defense emergency and pre-emergency conditions, under authority of Sec. 401(c) of the Federal Civil Defense Act of 1950 and in accordance with the provisions of Executive Order 10242 of May 8, 1951;

2. **DESIGNEES:** Persons selected, trained, and designated to serve the Federal Civil Defense Administration as temporary additional employees during the existence of a state of civil defense emergency, under authority of Sec. 303(f) of the Federal Civil Defense Act; and
3. **FEDERAL STATUS RESERVISTS:** Employees of other Federal agencies assigned or detailed to the Federal Civil Defense Administration for training and performance of duties in civil defense emergency operations, as authorized by the Federal Civil Defense Act, Executive Order 10348 of April 18, 1952, and Sec. 201 of Executive Order 10242 of May 8, 1951.

The executive level element of the Federal Civil Defense Reserve Staff constitutes an Executive Reserve Unit of the National Defense Executive Reserve.

Representatives of the Federal Civil Defense Administration believe that its Reserve Staff concept can be extended to other Government agencies under guide-lines and standards set by the Federal Civil Defense Administration. To our knowledge, no other Federal agency has yet used the authority of the Federal Civil Defense Act to set up a reserve of its own. The following basic difficulties appear to be involved in the use of the Federal Civil Defense Act authority by other agencies:

1. Many of the activities for which a reserve may be needed may not be classifiable as "civil defense activities."

2. As to those activities which may be classifiable as "civil defense activities", the Federal Civil Defense Administration authority for training reservists, which is limited to paying travel expenses and per diem in lieu of subsistence, is not adequate for those agencies which also need to pay salaries to reservists when called in for training or Operation Alert duty.

CHAPTER THREE -- CONCLUSIONS AND RECOMMENDATIONS

Conclusions

1. All of the agencies whose representatives were interviewed in this study have a clear need for a standby emergency personnel reserve or nucleus staff for essential jobs below the Executive Reserve level. The need is greater in some agencies than in others, but it exists in all.
 - The term "reserve" or "nucleus staff" is used here to mean a group of persons not now part of the agency's regular civilian work force, with whom individual pre-emergency arrangements have been made to report for duty as soon as a national civil defense emergency occurs, or in some cases, in time of war, or of national emergency declared by the Congress or the President, not constituting a civil defense emergency. The group may be organized or unorganized; the members may or may not have specific pre-determined emergency assignments; they may or may not be called to duty in a non-civil defense emergency.
2. An agency needs a standby personnel reserve or nucleus staff when
 - a. it must continue operations without a break, or must begin operations immediately, after an attack on the continental United States, and in order to do so
 - b. it requires persons with skills not currently available in its regular work force, or

- c. it requires substantially more manpower than it can supply from its current work force, or
 - d. it questions the ability of its own bedrock staff designees or Executive Reservists to get to its various relocation sites in an emergency in sufficient numbers, and it can establish a standby reserve of persons resident in the locality.
3. It is not necessary, and it would probably be impracticable to set up a single, formal, uniform Government-wide personnel reserve, as was done in the case of the Executive Reserve. The requirements of the various agencies (as described in Chapter Two above) are too diverse to be satisfied by one homogeneous formalized reserve.
4. Flexible statutory authority should be provided directly to each agency head to establish, appoint, train, pay and call to duty the particular type of personnel reserve and reservist, or nucleus staff, that meets the agency's special needs most effectively.
5. The statutory authority should be broad enough to authorize or permit
- a formal or informal reserve or nucleus staff; an organized or unorganized reserve or nucleus staff
 - flexible occupational coverage
 - flexible pre-emergency appointing authority for training purposes
 - o with or without regard to Civil Service Laws and Rules

- o with appointments to the reserve or nucleus staff not necessarily constituting appointments or status as Federal employees
- o with the use of the statutory authority, or other authority available to an agency, in lieu of appointment if desired
- use of volunteers
- use of current Federal employees in the reserve or nucleus staff as well as non-Federal employees
- pre-emergency training, whether appointed as Federal employees or not
- payment of salaries and wages during pre-emergency training
 - o with or without regard to the Classification Act or other pertinent pay statutes
 - o with authority not to pay salaries where undesirable
 - o with authority to pay salaries and wages even if not appointed as Federal employees
- payment of travel and per diem expenses for pre-emergency training purposes
- security clearances, including clearance of those not appointed as Federal employees
- payment of travel and per diem to first post of duty when reporting for full-time employment in an actual emergency

- waiver of normal qualifications requirements and appointment procedures in effect at the time of an actual national civil defense emergency, except that no such employees would obtain permanent civil service status unless otherwise eligible
 - use or non-use of reservists or nucleus staff personnel in a non-civil defense emergency, as well as a national civil defense emergency. (The Office of Defense Mobilization may wish to define these terms as used in the draft proposed legislation.)
 - appointment in an actual civil defense national emergency without regard to Civil Service laws and regulations
 - subject to conditions and requirements set by the Civil Service Commission, appointment in a non-civil defense national emergency to the competitive service without regard to Civil Service laws and regulations
 - payment of salaries and wages in an actual national civil defense emergency not in excess of the rates established for comparable jobs occupied by regular employees of the agency, to the extent practicable and consistent with the Government's interest.
6. The Office of Defense Mobilization should issue such regulations as it may determine, after consultation with affected agencies, to be necessary for the administration of agency reserve or nucleus staffs.

Recommendations

The Commission recommends that:

1. Copies of the draft legislation contained in Appendix A of this report should be distributed to the various Federal agencies concerned by the Office of Defense Mobilization, with a request that

each agency study the proposal to determine whether it will meet its special needs and recommend desirable revisions.

2. The draft legislation, after such informal clearance, should be submitted by the Office of Defense Mobilization to the Bureau of the Budget, for formal clearance, with a request that efforts be made to secure congressional action as early as possible.
3. Each Federal agency which would establish a reserve or nucleus staff under this legislative authority should be requested to prepare a tentative plan for such a reserve or nucleus staff if it has not already done so, and to submit its plan to the Office of Defense Mobilization for general review and approval. This information could be used to support the legislation in reports and testimony to the Congress on this legislation.
4. Each such Federal agency should also consult and reach agreement with the Civil Service Commission as to whether appointments, if determined to be necessary in a non-civil defense national emergency, will be made in accordance with competitive civil service requirements or whether exceptions will be made from such requirements, depending upon the facts in each case.
5. Each agency which eventually establishes a reserve or nucleus staff under this legislation, if enacted, should be required by the Office of Defense Mobilization to report to it periodically on the status of the reserve or nucleus staff.
6. As requested and justified by the agency concerned, arrangements should be made by the Office of Defense Mobilization with the Selective Service System, with the Federal Civil Defense Administration, and with the Department of Labor to assure that these reservists or nucleus staff personnel will be available for immediate duty in an emergency.

APPENDIX A -- DRAFT LEGISLATION

A BILL

To authorize heads of Federal departments and agencies to establish programs to meet immediate staffing requirements in a national emergency

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled. That the heads of Federal departments and agencies, including Government owned and operated corporations and the Municipal Government of the District of Columbia, are authorized to provide standby civilian reserves or nucleus staffs to the extent necessary to meet immediate staffing requirements in a national emergency which cannot be met from the regular staff of the department or agency.

Sec. 2. Heads of departments and agencies or their designated representatives may select and designate persons for such reserves or nucleus staffs, and may call them to duty for pre-emergency training or orientation in an employment or other appropriate status determined by the agency head, without regard to Civil Service or other comparable laws affecting the appointment of persons to the department or agency concerned.

Sec. 3. Heads of Federal departments and agencies may provide such pre-emergency orientation and training for such civilian reserves or nucleus staffs as may be necessary for meeting immediate national emergency responsibilities. Training and orientation provided under this

authority shall be limited to periods of such duration and frequency as may be provided by regulations issued by the Office of Defense Mobilization under Section 8 of this Act.

Sec. 4. A person who is receiving orientation or training under authority of Section 3 of this Act, including persons not appointed to Federal rolls, may be:

- (a) paid for the period of orientation and training without regard to the Classification Act of 1949, as amended, or other pay statutes covering regular employees of the department or agency concerned. To the extent practicable and consistent with the government's interest, pay rates established under this authority shall not exceed those established for comparable jobs occupied by regular employees of the agency;
- (b) paid travel expenses from his place of residence to and from the place of training, not in excess of travel expenses allowable for Federal civilian employees under Sections 835 to 843 of Title 5 of the U. S. Code;
- (c) paid, while traveling from his place of residence to and from the place of training and while in training, away from his place of residence, an amount per day in lieu of subsistence that is not in excess of the amount payable to Federal civilian employees under Sections 835 to 842 of Title 5 of the U. S. Code.

Sec. 5. Persons selected and designated for the civilian reserves or nucleus staffs shall be subject to the same security and suitability investigation and clearance as required for appointment to the Federal department or agency concerned.

Sec. 6. Civilian reservists or nucleus staff personnel may be called to full-time duty in a national civil defense emergency and:

- (a) appointed without regard to Civil Service Laws and Rules;
- (b) paid without regard to the Classification Act, or other pay statutes covering regular employees of the department or agency concerned, but to the extent practicable and in the Government's interest not in excess of rates established for comparable jobs occupied by regular employees of the agency;
- (c) paid travel expenses and per diem in lieu of subsistence while traveling from place of residence to the assigned post of duty, not in excess of expenses allowable and amounts payable to Federal civilian employees under Sections 835 to 842 of Title 5 of the U. S. Code.

Sec. 7. Civilian reservists or nucleus staff personnel may also be called to full-time duty in a non-civil defense national emergency, and

- (a) appointed to positions in the competitive service without regard to Civil Service Laws and Rules under regulations and standards prescribed by the Civil Service Commission, and

(b) paid travel expenses and per diem in lieu of subsistence while traveling from place of residence to the assigned post of duty, not in excess of expenses allowable and amounts payable to Federal civilian employees under Sections 835 to 842 of Title 5 of the U. S. Code.

Sec. 8. Except for the authority given the Civil Service Commission under Section 7 above, the Office of Defense Mobilization is authorized to issue and obtain compliance with such regulations as may be necessary for the administration of this Act, including regulations covering selection, appointment, employment status, rates of pay, travel, per diem, training, and call to duty.

Sec. 9. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act. In the absence of such an appropriation any appropriation available to the Federal department or agency concerned for civilian salaries, training, and travel and subsistence expenses may be used to carry out the provisions of this Act.